

# Appendix 1 - CoLC Volunteering Action Plan 2024-2029

**Aims:** Foster a positive volunteering culture that inspires employees and community members, promotes collaboration and inclusion, and creates positive and sustainable impacts.

## Volunteering and the People Strategy

Volunteering sits mainly within the *My Wellbeing and Belonging* theme in the People Strategy, but also links to *My Talent, My Development* as well as other touch points, supporting key success indicators:

- *People feel valued and rewarded* through the opportunity to participate in meaningful volunteering activities.
- *Volunteering promotes personal and professional growth.*
- *Volunteering encourages co-operation and collaboration* by bringing people together to tackle common goals.
- *Through leadership engagement and a commitment to volunteering, staff experience and contribute to a culture where inclusive, values-led leadership is consistently role-modelled across all levels.*

## Volunteering and the Corporate Plan

Volunteering supports five of the six Corporate Plan outcomes:

- *Diverse and engaged communities* – volunteering creates social connections, encourages inclusion, combats isolation, and empowers individuals to contribute to their communities.
- *Leading sustainable environment* – volunteers play a crucial role in sustainability initiatives such as conservation and habitat restoration, education and awareness raising, waste reduction, and community gardening.
- *Providing excellent services* – volunteering helps people to develop professionally and supports the delivery of excellent services.
- *Vibrant thriving destination* – volunteers contribute greatly to the preservation and maintenance of our cultural heritage assets and sites, as well as supporting events of cultural and national importance.
- *Flourishing public spaces* – volunteers engage in and support a wide range of activities to ensure our public spaces are inviting and sustainable.

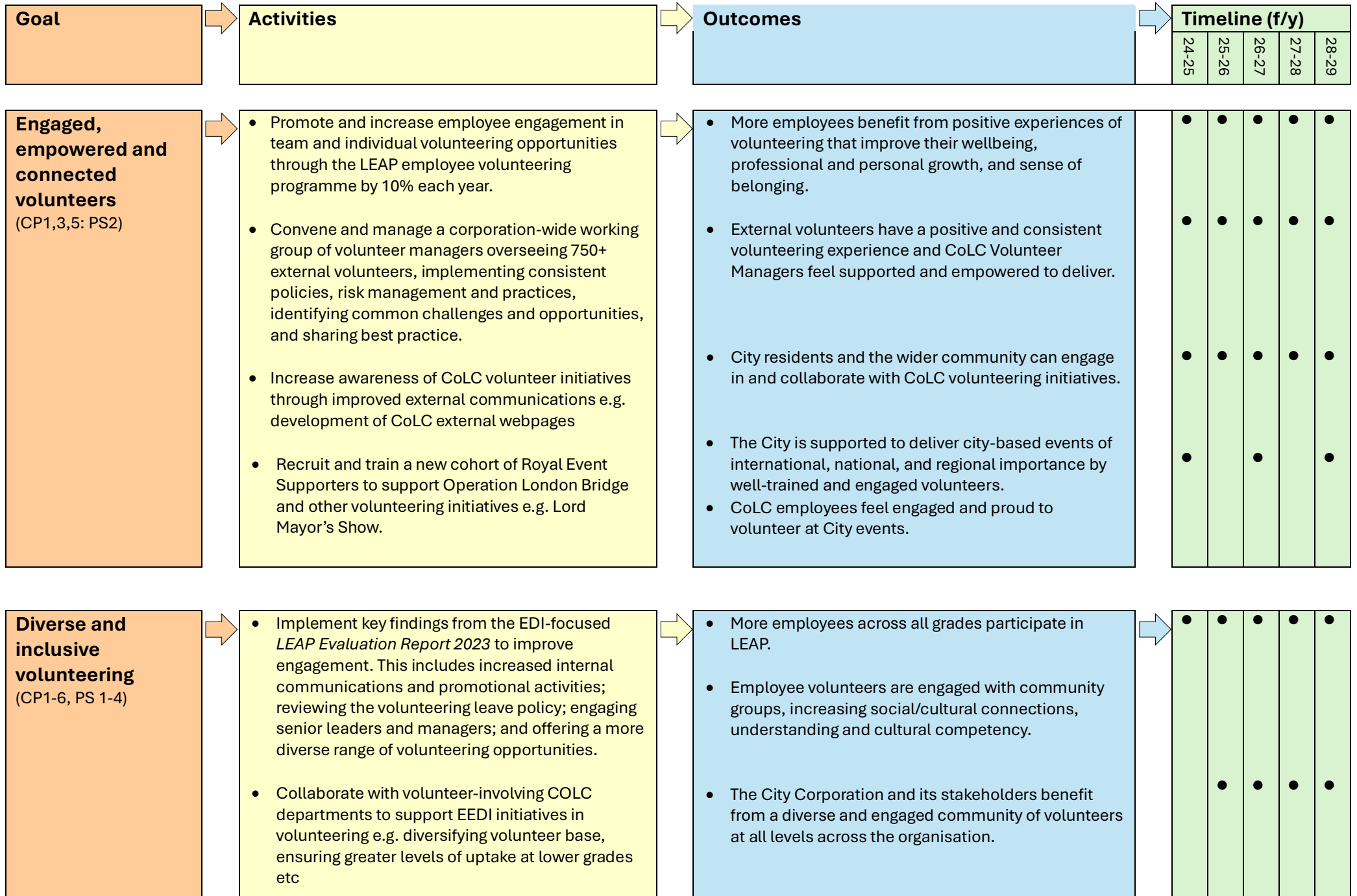
## Volunteering and EEDI

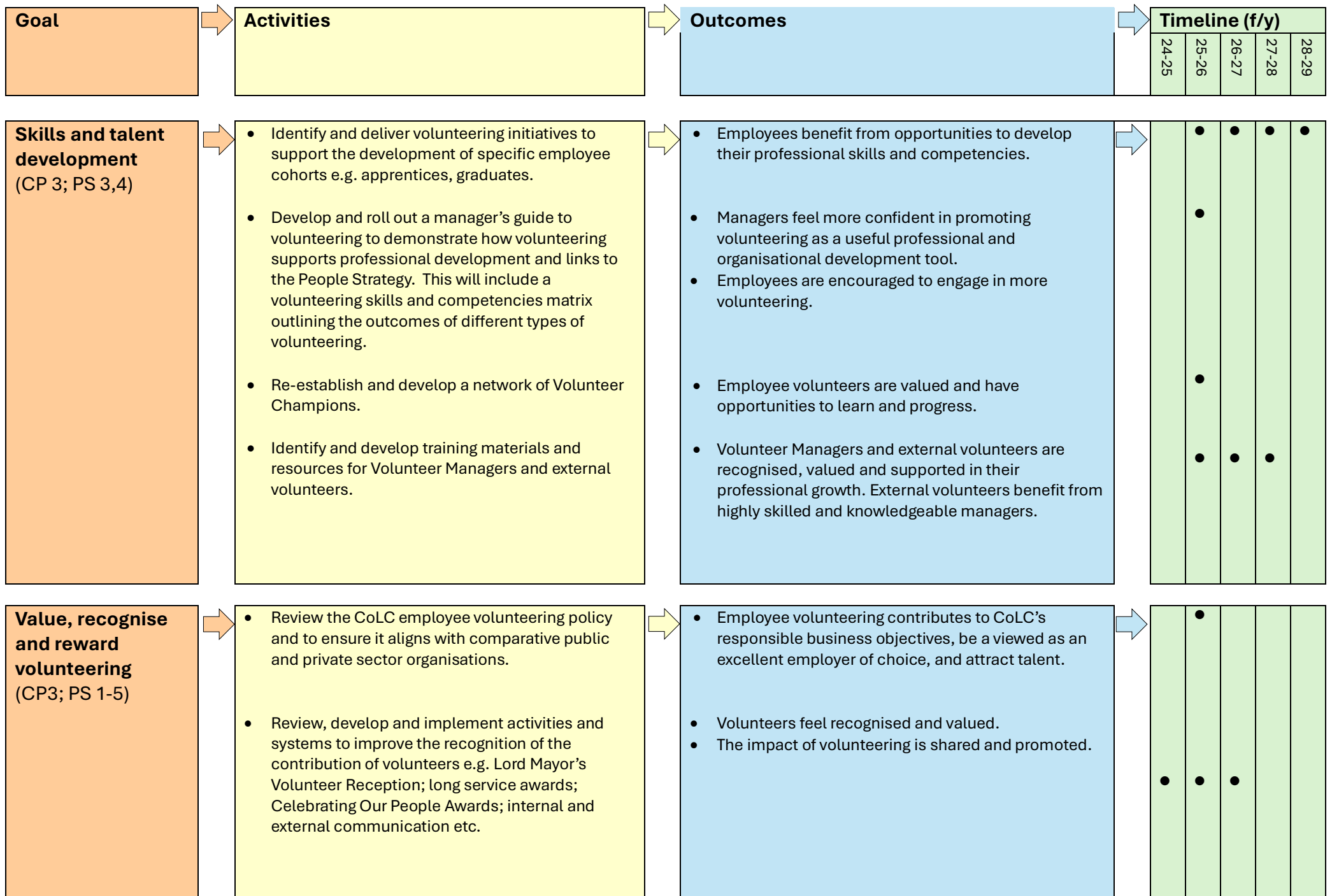
Volunteering also supports the Corporation's EEDI objectives:

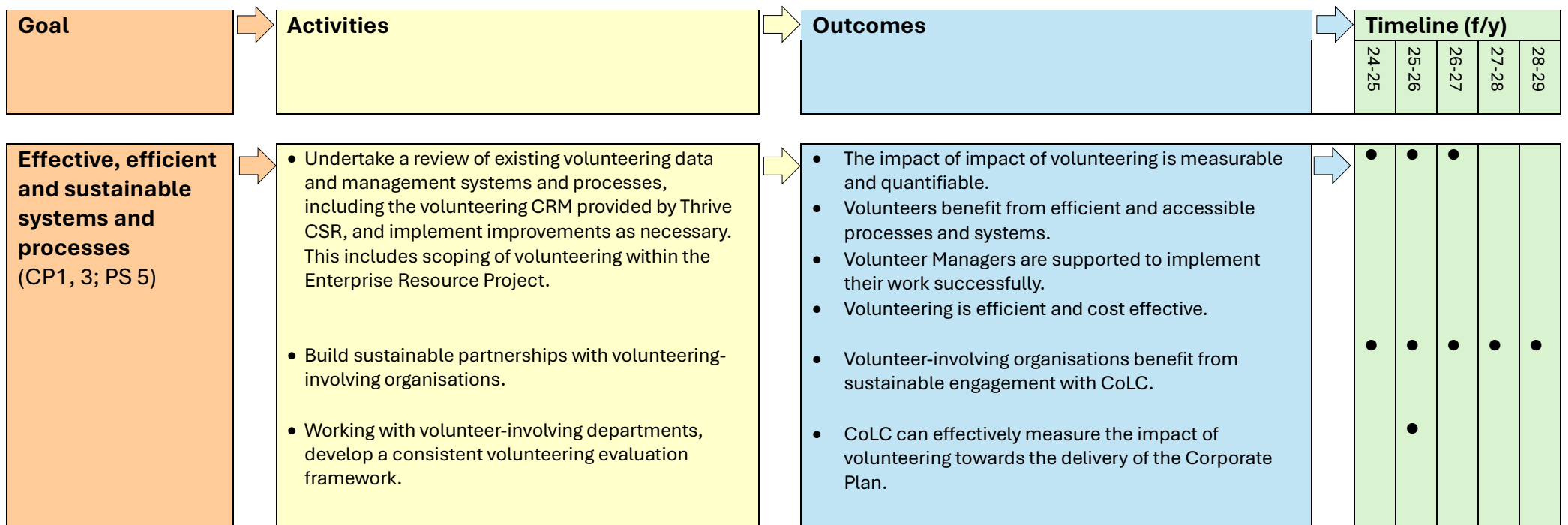
- Volunteering brings people together around common goals, increasing social/cultural connections and developing cultural competency. This supports an *inclusive and diverse community* and can inform provision of *accessible and excellent services*.
- Volunteering initiatives often address challenges that disproportionately affect ethnically diverse and underrepresented communities. These include limited opportunities, economic disadvantage, health disparities, and social isolation.

Key:

Corporate Plan: CP 1- Diverse engaged communities; CP2 - Leading sustainable environment; CP3 – Providing excellent services; CP4 – Dynamic economic growth; CP5 – Vibrant thriving destination; CP 6 – Flourishing public spaces;  
 People Strategy: PS 1 – My contribution, my reward; PS 2- My wellbeing and belonging; PS 3 – Trustworthy leadership; PS 4 – My talent & development; PS5 – Building brilliant basics







**Evidence to demonstrate success (baseline established in 2024/5)**

- Number of employees registered to LEAP
- Number of employee volunteers
- Number of employee volunteer hours recorded
- Number of team volunteering activities delivered
- % positive responses from LEAP feedback questionnaires
- % positive responses feedback questionnaires from volunteer-involving organisations
- CoLC Staff Survey - % increase in employee engagement
- Number and diversity of opportunities offered with partner organisations.
- Internal staff communications metrics e.g. intranet page visits.